

Classified Employee Council minutes for July 12, 2022

The meeting was called to order at 1:01 p.m. Members in attendance were Cecelia Mason, Alex Stevens, Mona Kissel, Sharika Abdul-Muhaimin, and Teresa Newcome. Members absent were Jayne Angle, Sharon Carpenter, and Dana Burcker.

Guests in attendance were Kylee McMillen, Amy Bell, Brian Hammond, Dana Zalewski, Donna Miller, Heidi Hanrahan, Holly Morgan Frye, Isabella Sager, Jenn Sirbaugh, Ken Harbaugh, Lori Moy, Marie DeWalt, Missy Welsh, Pam Swope, Sherri Janelle, Sara Speck, Tammy Gill, Ginny Haddock, Valerie Wright, Donna Semler, Tara Schrader, and Faith Rice.

Chauncey Winbush, vice president for Athletics, spoke. He talked about the effect of COVID-19 on athletics, that student-athletes are doing well, SUAC has raised over \$600K in support of athletics which supports things such as upgrading, projects in Ram Stadium, the baseball field, etc. The next two projects on the list are a new turf field for the baseball stadium and resurfacing the basketball court in the Butcher Center. Highlights for 2021-2022 from a team standpoint included women's volleyball making to the NCAA tournament, women's basketball being ranked in third place in PSAC and making it to the Sweet 16, and football winning a super-regional championship and having a Harlon Hill trophy winner. Chauncey said there were a lot of individual successes as well.

The consent agenda included a report on the June Board of Governor's meeting and adoption of the minutes from June 14, 2022—Rachael Meads moved, Teresa Newcome seconded, adopted.

Setting a day and time for 2022-2023 meetings. Sharika Abdul-Muhaimin moved to leave the meetings on the second Tuesday of each month at 1 p.m., Rachael Meads seconded, adopted.

Lori Moy has agreed to be on the Staff Development Committee.

Heidi Hanrahan suggested that CEC be in communication over the next year with the Faculty Senate as discussions about the merit pay issue continues and as the university works to come up with reasonable models for salary increases.

Marie DeWalt gave an update on raises. The university processed the \$1,000 raise for fulltime employees. The raise was prorated for part time employees. The president wants to do more. The model the university has been working on considers how far Shepherd is from CUPA HR targets. CUPA produces the data that is the gold standard for higher ed salaries. The goal is to do more this fall for some employees who are furthest from their target and fill the buckets from the bottom up. Those who are most underpaid will get more first. Hopefully the university can do something in January 2023 depending on enrollment. Shepherd still has the classified salary schedule and the \$13/hour minimum wage. The raises took effect July 2, 2022 and will be in the July 29 paycheck. There was a question about whether as the university moves toward merit raises, will cost of living raises be considered? It's not believed the intention is to

immediately move to a merit-based plan. The faculty and staff have different policies now. The faculty have a faculty merit policy. In near term the plan is to give equity raises.

Teresa Newcome moved to adjourn at 1:47 p.m.

Submitted by Cecelia Mason